

BALLOT from page 1

After extensive hearings, the PERB determined UC Unit 19 to include academics who are researchers, specialists, agronomists, coordinators of public programs, continuing education specialists, post graduate researchers, and others who are not members of the Senate.

Researchers and professionals who are employed on October 31, 1985, and are employed on the date their ballot is cast are eligible to have their vote counted.

Ballots will be mailed to voters on January 10th, 1986. Ballots must be returned to PERB by January 30th, 1986.

Supervisors and Managers

Managers and supervisors are not

eligible to vote. However, these individuals have not as yet been determined. UC administration is not allowed by law to unilaterally decide which researchers and professionals are supervisors or managers. PERB will make this determination at the time of the election if it will affect the election outcome. Both the University and UC/AFT will participate in hearings to make these determinations.

Secret Ballot

The secret ballot-by-mail procedure for voting protects the confidentiality of the voter. Each unit member will receive in the mail a ballot, a secret ballot envelope, and a postage paid return envelope. After marking the ballot, the voter will place the ballot in the secret ballot envelope. The secret ballot envelope is to be sealed and put

into the return envelope. The voter will then write his/her name on the return envelope. The secret ballot envelopes will be mixed prior to the vote count. At no time is an individual's name associated with his/her ballot.

Unit members not receiving a ballot by January 17, 1986, will be instructed to contact PERB before January 23 to receive a duplicate ballot. If a unit member's name does not appear on the official voter list, he/she will be sent a specially marked "challenged" ballot and will be allowed to vote.

Majority Vote

Fifty percent plus one of those voting must vote for the University Council/AFT in order to elect unit members to participate equally and with dignity.

Grant to Grant

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attachment to the institution, and people would be willing to develop their own grants and projects.

"We have a 'young investigator problem'," he contends. "There have been very few newly faculty hired over the past ten years. The average age of the faculty is increasing. We are in danger of arteriosclerosis of the re-

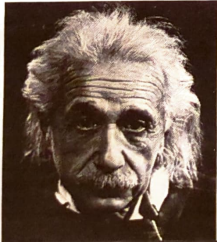
search enterprise. We must use our new blood (the postdoctorals) properly. We need to treat them more like faculty by providing them greater stability and more participation in the life of their departments and institutes."

The University Council/AFT agrees with William Zumeta that postdoctorals, and all non-Senate research professionals as well, should be treated with far greater dignity and respect. UC/AFT is attempting to

achieve this goal through the collective bargaining process. Collective bargaining is a means to build collegiality, a shared authority, among those who have been traditionally locked out of the Senate structures. Collective bargaining is a process which makes possible meaningful input concerning the issues of salaries, benefits, job security, professional recognition, flexible use of one's professional time, and the quality of working conditions.

Albert Einstein joined the AFT in 1938

"I consider it important, indeed urgently necessary, for intellectual workers to get together, both to protect their own economic status and also, generally speaking, to secure their influence in the political field."



MEMBERSHIP APPLICATION The University Council- American Federation of Teachers

Name (Please Print) _____
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Mailing Address _____
City _____ Zip _____
Campus Phone _____ Home Phone _____
Signature _____ Date _____

You can have your dues deducted automatically from your paycheck on a monthly basis—unless you check the box below, then a bill will be sent to your home address each quarter and you must mail in your dues.
☐ A quarterly bill (provide your home address)
UC-AFT dues are 3/4 of 1 percent of monthly gross salary (minimum of \$4 per month)
P.S. Union dues are tax deductible

Please return this form to:
University Council-AFT, 615 Central Avenue,
San Francisco, CA 94117

status UC/AFT University Council report

• Researchers / Professionals • Collective Bargaining • Collective

Collegiality •

SUCCESSFUL PETITIONING DRIVE REVEALS COLLECTIVE BARGAINING SUPPORT

"Throughout last summer and after the first of the year, we approached thousands of researchers and professionals," states University Council/AFT President Nancy Elmor.

"The sentiment is heavily in favor of collective bargaining," Elmor continues. "Of those we contacted, more than 50% responded favorably by signing the petition to qualify the University Council/AFT."

Elmor made these comments soon after filing nearly 2,000 signatures with the Public Employment Relations Board (PERB) in the late Spring placing UC/AFT on the ballot for the January, 1986, collective bargaining election.

Issues persistently raised by researchers included job security, income protection between grants, a voice in research operations at both the project and university levels, flexible assignment, right to be a principal investigator with standardized criteria governing that status, professional recognition of work, greater access to sabbaticals, and the right to an effective process for settling problems such as a binding grievance procedure.

Long-Range Goal

Following a successful membership campaign over the past year, which resulted in a 2 1/2 fold gain in membership, this move into a new and much larger unit by UC/AFT represents the next step toward reaching the long-range goal of representing all academics and professionals at the University of California.

Elmor contends that it is possible to organize all academics and professionals within the system. "We will take

the appropriate steps," she states, "to organize each unit as it is determined and as favorable opportunities exist."

"We will be successful," says Elmor, "by winning each and every unit of academic and professional employees, and consolidating membership in those units as we go. Our union, started by Senate faculty, has now been expanded by the active participation of librarians, and non-Senate faculty. Next will be the researchers and professionals. We are moving toward representing all academics and professional employees through coordinated collective bargaining."

Elmor takes a long-term perspective toward building UC/AFT into a viable and powerful force. "This is not something that happens overnight," she argues. "It took our sister organization, the 17,000 member United University Professions in the SUNY

system, fifteen years to reach the point at which they now play a leading role in the course and direction of higher education in the state of New York. We are relatively young, as is collective bargaining in higher education. We are already further ahead than was UUP at the same stage."

Researchers Pivotal

By joining UC/AFT and winning collective bargaining, researchers are able to voice their concerns, represent their interests, and defend their rights in a far more effective way than as isolated individuals. By becoming part of an expanding organization such as the UC/AFT, researchers help create a union representing all academic employees in the UC system capable of influencing higher education policy in California and nationally.

Researchers and Professionals to Vote JANUARY SECRET BALLOT SET

Upwards of 4,600 academic researchers and professionals will be eligible to vote in January to determine if they will be participants in the collective bargaining process with the University of California.

A vote for the University Council/AFT will mean researchers and professionals will sit down at a table with management as equals to reach an agreement clarifying professional guidelines which result in fairer treatment and place limits on discrimination.

The ballot alternative is "no representation." A vote for no representation will mean that the university will continue to make unilateral decisions concerning working and professional issues with at best advisory input from those who are affected.

Collective bargaining is provided for by the Higher Education Employer-Employee Relations Act (HEERA). The Public Employment Relations Board (PERB) administers this law.

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Seeds of Discontent GRANT TO GRANT EXISTENCE BECOMING WAY OF LIFE FOR RESEARCHERS

by Norman K. Holsinger, Ph.D.

William Zumeta, author of *Extending the Educational Ladder: The Changing Quality and Value of Postdoctoral Study* (Lexington Mass., D.C. Heath and Company, 1985), has studied the growth of postdoctoral study, its value to higher education, and its broader societal impact during the past several years. He is Senior Research Associate, Higher Education Research Institute, UCLA. Zumeta will become an assistant professor at the University of Washington's Graduate School of Public Affairs later this year. This article is extracted from an interview with Zumeta by Norman K. Holsinger, Ph.D., field representative for the AFT.

"It looks like we are moving into a period of up to ten years where there will be far too many Ph.D.'s for the available traditional academic positions in most fields," asserts William Zumeta. These Ph.D.'s are accepting postdoctoral research appointments because of a lack of suitable employment elsewhere, Zumeta contends.

The very notion of a "postdoctoral" appointment is undergoing rapid change. "Research people will live from grant to grant," he continues. "A professional union may be able to improve their conditions."

Postdoctoral positions bring with them a second class status for those who accept them. While this may never have been acceptable, it is less so now that these appointments are no longer brief for many. Contracting opportunities for Ph.D.'s in academic portend negative implications for all research professionals.

Postdoctoral Boom

According to Zumeta, the number of postdoctoral researchers grew rapidly in the 1970's and continues to do so in certain fields. In all fields the numbers of postdoctorals are well above pre-1970 levels. For example, in the biosciences, 65 percent of those receiving Ph.D.'s in 1982 accepted employment as postdoctoral researchers. These were often short-term and poorly paid positions. In some bioscience fields, the percentages ranged from 80 to 90 percent. The physical sciences saw 40 percent of their new

doctorates continue on in postdoctoral study. Zumeta sees little change in these proportions.

The humanities and social sciences have experienced lower percentages of new Ph.D.'s becoming postdoctorals (e.g., humanities, 6 percent; psychology, 10 percent), but even these fields have grown steadily since 1970.

Economic Catch-22

Zumeta reveals that many of these Ph.D.'s accept postdoctoral research appointments because of a lack of suitable employment elsewhere. He refers to those who have settled for such reasons as "reluctant postdoctorals." The love for scholarship or the desire to gain additional research experience in their respective fields are no longer the only motivations for engaging in postdoctoral study.

For many (and in much increasing proportions), postdoctoral study represents an opportunity to gain training and experience in more marketable areas outside of their field specialties.

However, postdoctoral work offers a very poor economic payoff for those who have invested their time and effort into such positions. In his research, Zumeta finds, "Postdoctoral experience provided no significant advantage in securing a tenure-track faculty position at a doctoral-granting university, although postdoctoral study remains, by available indicators, of higher quality."

Moreover, the lifetime earnings of

those accepting postdoctoral research positions are likely to be lower than for those Ph.D.'s moving directly into employment, according to Zumeta.

With greater numbers of Ph.D.'s seeking postdoctoral positions in the wake of declining availability of tenure-track faculty positions, and with postdoctoral work lending little to one's marketability, the number of "reluctant postdoctorals" will remain large with many staying on in a variety of research positions from one grant to the next. "We will see large numbers at least for the next decade," says Zumeta.

Surplus of Post-Docs

According to Zumeta, both the Federal government and the universities have little interest in limiting the number of Ph.D.'s so as to match up with the available tenure-track positions. A surplus of postdoctoral researchers intensifies competition for the limited opportunities available resulting in more competition among job candidates, lower salaries, and less favorable working conditions for employees. "The government and the universities are not interested in pushing back the number of Ph.D.'s," he states. "Both the government and the universities want a pool of post-docs around to respond (sometimes with re-training) to surges in demand."

"The universities," he continues, "are becoming more entrepreneurial in seeking their grants, and Ph.D.'s are picked up right at the campus to do the research. They are very important to the research enterprise, and they are not treated well."

In Zumeta's estimation, postdoctoral researchers in fields which have

few non-academic job options were trapped into a second class academic existence during the 1970's. This condition of entrapment continues as a condition of reality today for those outside of the physical science and bioscience areas.

For those in the physical science and bioscience areas, this condition of entrapment can be overcome, if they are willing to leave academe. "The 1981 data," Zumeta states, "indicates a breaking up of the labor market logjam for those in physical sciences and biosciences. The reason the market improved is because of gains in the industrial job market. Post-docs waited for the academic market, but the industrial market improved first. People moved on. They did all right, not as well as many expected, and not as academics."

Those Ph.D.'s who are not to be found in the physical sciences or bioscience areas, or those whose future career aspirations remained tied to academic endeavors, continue to feel the impact of a shrinking academic market.

Researchers Discontented

When asked if these factors will lead to discontent at the University of California, Zumeta answers, "Absolutely. People are unhappy. They feel it's unfair."

"People need to be shown that it is possible to do things, to make improvements," he argues. "It's to the advantage of UC as well as other research universities."

Improvement in working conditions (such as eligibility for principal investigator status) and security of employment would help develop a sense of

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COLLECTIVE BARGAINING . . . What is it?

by Vincent Russell, AFT National Representative

Some people think that collective bargaining is what has been called the French definition of love, "cooperative egotism." Others believe it to be similar to the situation when your kids gang up on you to negotiate additional privileges or rights.

In the context of labor relations, collective bargaining is a process, a set of rules and procedures—nothing more. Being a process, much like the American judicial process, it is mutual. It establishes no adversary.

If implemented, it would allow researchers and other professionals of the University of California the right

"There are some people in education who feel that collective bargaining is incompatible with professionalism. I think that is nonsense. Insecurity is incompatible with professionalism. Worrying incessantly about money and working conditions is incompatible with professionalism."—F. Ray Marshall, Former U.S. Secretary of Labor and College Professor

under law to sit at a bargaining table with administrators with dignity as equals. In our present situation, we may be consulted for advice about our working conditions by our superiors, but that's about as far as it will go. They do not need our consent to modify our working arrangements. That is why many administrators view collective bargaining as a process which would compromise their right to manage the work place, and believing this, speak out against it. Even a benevolent supervisor prefers not to share authority. If you believe, as we do, that the reality of the existing collegiality and governance, which the university talks about, stops short of your meaningful participation on issues of concern such as job security and professional recognition, then you should give some thought to using the collective bargaining process.

Statistics bear out that when this process is utilized the parties have a better work relationship and working conditions than employees who do not utilize the collective bargaining process. For you . . .

Collective bargaining is a cooperative process. Common interest of both sides must be sought. Negotiations are a structured endeavor, not a sensational game. When an agreement is finally reached after many days and hours of

negotiations, both parties come away from the table believing that they have gained something. They also leave with a better respect and understanding for each other's concerns and responsibilities.

The professional musicians of every major symphonic orchestra, as well as script writers, actors, and network newscasters work under a collective bargaining agreement. Many other professionals do as well. The medical researchers at the State University of New York (SUNY) work under an AFT negotiated agreement. This national bargains collectively on our behalf, exclusive agreements and treaties with other nations around the world. In short, it is not a process used only by blue collar workers.

When professionals provide services in a collective environment for a common employer, rather than as an individual fee taker such as private practicing medical doctors or lawyers, it makes sense to negotiate collective agreements regarding salaries, benefits, and working conditions.

The history of collective bargaining tells us that this process was developed and utilized with the intent to reach agreement, and thereby, resolve frustrations and grievances that tend to create adversary relationships. Collective bargaining does not generate the conditions for adversarial relations; it is a mechanism for resolving those conditions.

If you believe, as we do, that the reality of existing collegiality and governance, which the university talks about, stops short of your meaningful participation on issues of concern such as job security and professional recognition, then you should give some thought to using the collective bargaining process.

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**Collective Bargaining
can be
Contractual Collegiality**

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